FY-13 Navy Reserve Line Community Brief

Disclaimer

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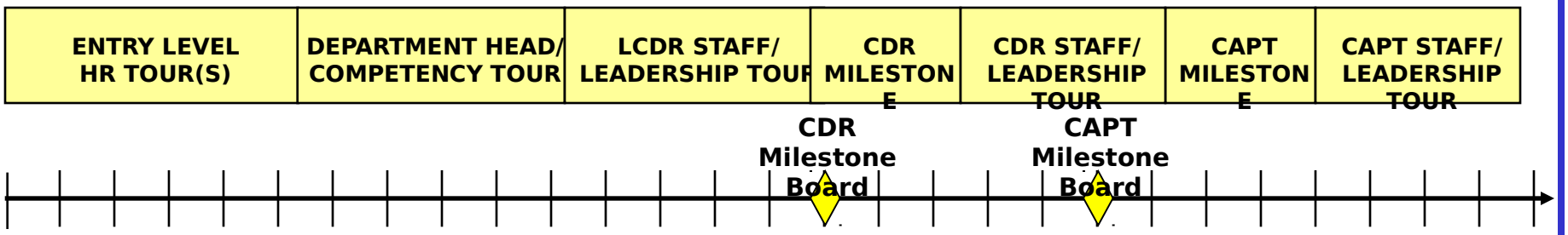
Human Resources Officer

Career Progression

Notional Career Path


ENTRY LEVEL HR TOUR(S)
DEPARTMENT HEAD/ COMPETENCY TOUR
LCDR STAFF/ LEADERSHIP TOUR
CDR MILESTONE
CDR STAFF/ LEADERSHIP TOUR
CAPT MILESTONE
CAPT STAFF/ LEADERSHIP TOUR
CDR Milestone Board
CAPT Milestone Board
0 2 4 6 8 10 12 14 16 18 20 22
24 26 28

Typical Billets

Pers/Training Officer MOB Det/NMPS Staff Recruiting Staff Ops & Plans IA/Mobilization/ADSW	XO/OIC MOB Det/NMPS Pers/Mpwr Staff & Mgmt Recruiting, Admin/Train C Resource Mgmt IA/Mobilization/ADSW	XO/OIC/CO MOB Det/NMPS Pers/Mpwr Analysis & Plans Pers/Mpwr /Resource Mgmt Major Staff Recruiting IA/Mobilization/ADSW	CO/Major Command OPNAV, NPC, NETC, NRC Staff Deputy/COS HQ Staff Staff Ops & Plans Recruiting IA/Mobilization/ADSW

Core Competency Development

CO/XO and milestone screening occurs from CDR through CAPT through the Apply Board

Human Resources Officer

Community Values

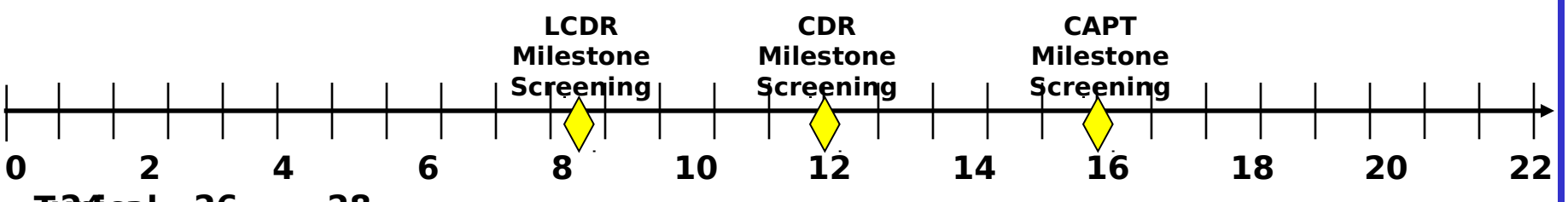
- **Sustained superior performance**
- **Completion of milestone tour/leadership**
- **Graduate education – HR competency focused Master's or MBA preferred**
- **Proven expertise in HR core competencies – personnel management, training and development, recruiting, and workforce requirements**
- **Professional certification – PHR, SPHR, GPHR, CPT**
- **IA/Mobilization/ADSW**
- **Senior Human Resources Officers plan, program and execute critical human capital strategies in the following areas:**
  - Personnel/Manpower/Training & Education/Recruiting & Accession
  - Manpower requirements determination and planning
  - HR econometric analysis, which includes policy analysis
  - Joint total force formation and sustainment

Human Resources Officer (FTS)

Career Progression

Career Path

DIVISION OFFICER (FLEET OR HR)	DEPARTMENT HEAD (FLEET OR HR)	STAFF TOUR	LCDR MILE-STONE	LCDR STAFF TOUR	CDR MILE-STONE	CDR STAFF TOUR	CAPT MILE-STONE	CAPT STAFF TOUR	CAPT STAFF TOUR



Typical Billets

- NOSC Tour
- Reserve Management
- Graduate Education
- JPME I and/or IA/GSA
- HR Intro Course
- Subspecialty Development
- Professional Certification

- LCDR XO/CO/OIC/MAJ STAFF
- NOSC CO/XO
- Reserve Management
- Graduate Education
- JPME I and/or IA/GSA
- Subspecialty Development
- Professional Recertification

- CDR XO/CO/OIC/MAJ STAFF
- OSO, NOSC CO/XO
- Joint Tour
- JPME II
- HR Advanced Course
- Subspecialty Development
- Professional Recertification

- Major Command
- JPME II
- OCNR/CNRFC
- NPC/CNP/OPNAV/NRC
- OSD/SECNAV
- Subspecialty Development
- Professional Recertification

Core Competency Development

NOSC CO screening can occur from LT through CAPT

ADMIN SCREEN BOARDS:

LCDR MILESTONE:	**70%**
CDR MILESTONE:	**66%**
CAPT MILESTONE:	**50%**

Human Resources Officer (FTS)

Community Values

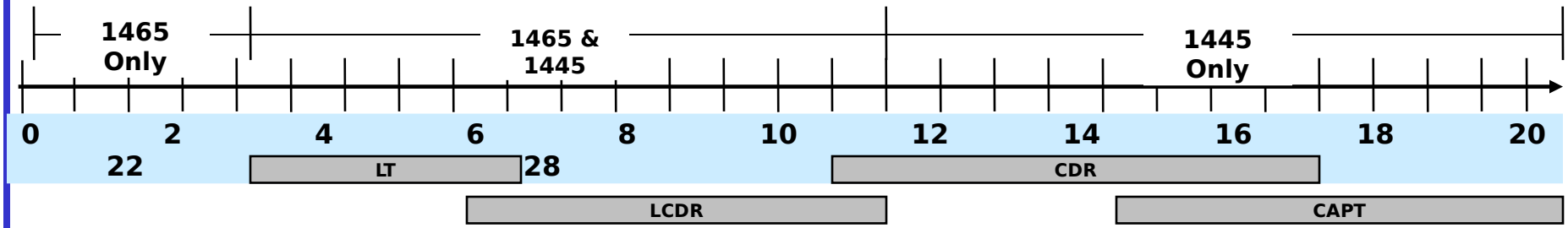
- **Sustained superior performance in HR assignments and milestone tours**
  - Proven expertise in HR core competency areas (management, development, recruiting, and requirements)
  - Proven leadership in strategic policy development and program management, command, and Joint assignments
- **Reserve management tours**
  - Proven performance and leadership in Operational Support Center Command, RC commands, major staffs, operational support officers
- **Senior HR officers plan, program, and execute critical human capital strategies in the following areas:**
  - Personnel/Manpower/Training & Education/Recruiting & Accession/Information Technology/Financial Management
  - Manpower requirements determination, to include human systems integration
  - Personnel policy and distribution
  - HR econometric analysis, which includes policy analysis
  - Joint Total Force formation and sustainment

Engineering Duty Officer

Career Progression

RESERVE ED CAREER PATH

Enlisted Unit DIVO/XO	Enlisted Unit OIC	Major Cmd Dept Head	Major Cmd CO
Assistant Proj Officer	Project Officer	Program Manager	Major Program Manager
ED QUAL	QUALIFIED ED		



- JOs (LTJG, LT, LCDR) serve primarily in SurgeMain units leading enlisted Sailors as DIVO, XO, or OICs. JOs with specific military/technical expertise (diving & salvage, strategic systems, space) serve as Project Officers in commands utilizing those skills
- Senior officers (CDR, CAPT) serve as technical experts in their specific areas of expertise
- Technical leadership and/or command/national leadership is expected throughout career
- NAVET lateral transfers as junior O-3 follow similar career track to direct commission officers

Engineering Duty Officer

Community Values

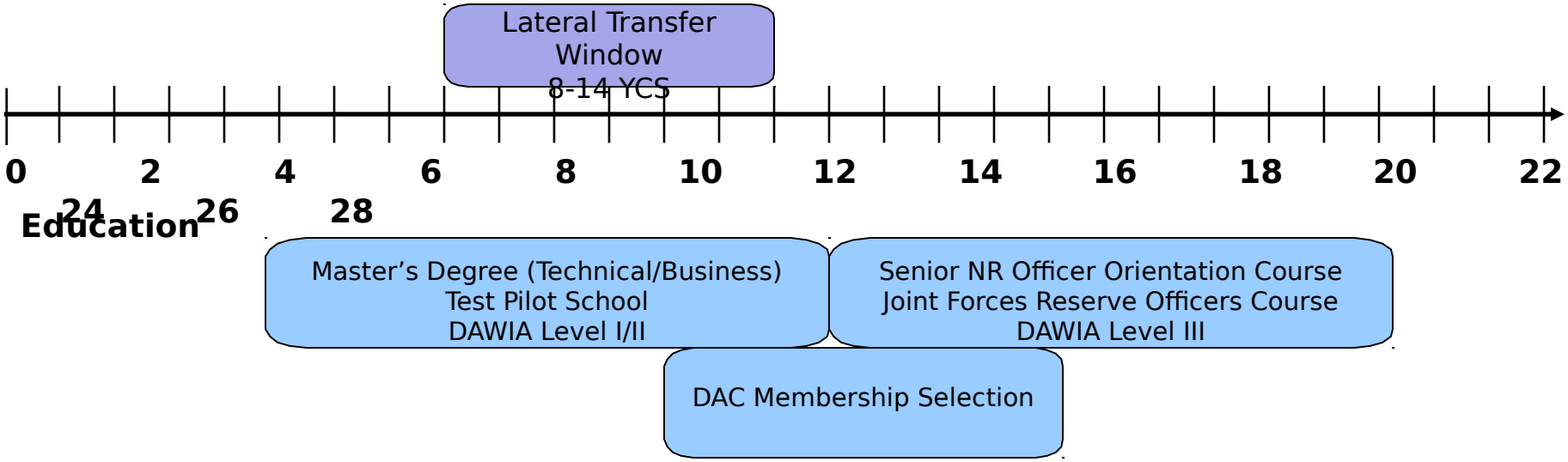
- Advanced technical degree and EDO qualification tour completed. Continued professional education.
- Leadership assignments throughout career. Leadership assignments include: technical leadership (program management, deputy program management); command leadership (commanding officer, executive officer); and national staff leadership (chief of staff, national program positions).
- Successful performance in all assigned engineering duties; took the “hard” jobs that involved technical and/or command/national leadership.
- Civilian/industry skills pertinent to Navy requirements and leveraged those skills effectively during EDO assignments.

Aerospace Engineering Duty Officer

Career Progression

Career Path

O-3 and below Milestone	O-4 Milestone	O-5 Milestone	O-6 Milestone
FLEET: Squadron Aircrew	Project Lead Assistant Dept Head Department Head	Department Head Executive Officer Office-in-Charge	Commanding Officer Flag Staff Chief of Staff
DCO: Acquisition/Engineering/ Operational Experience			



Aerospace Engineering Duty Officer Community Values

- **Valuable achievements for ALL AEDOs**
  - Master's degree (technical/business)
  - Active duty mobilization supporting Overseas Contingency Operations (OCO) missions
  - Critical fleet support missions: combat aircraft survivability & threat lethality, persistent surveillance systems, forward deployed combat repair, etc.
  - Continuous process improvement qualification – Yellow/Green/Black Belt
  - Policy board member, BUPERS board recorder/voting member
- **Valuable achievements for AEDO LIEUTENANT COMMANDERS**
  - Operational squadron junior officer tours
  - Project lead/assistant department head/department head tours
  - DAWIA Level I Certification
- **Valuable achievements for AEDO COMMANDERS**
  - DH/XO/OIC tours
  - DAWIA Level II Certification, Defense Acquisition Corps membership, JPME
- **Valuable achievements for AEDO CAPTAINS**
  - CO/COS/flag staff positions, SNROOC, NRAMS and/or JFROC courses
  - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME
  - Space Cadre IV (for Space Cadre officers)

Aerospace Maintenance Duty Officer

Career Progression

Career Path

O-3 and below Milestone	O-4 Milestone	O-5 Milestone	O-6 Milestone
SHORE/SEA O-Level I-Level/FRC	O-Level Squadron I-Level/FRC Project Lead/Assistant DH Department Head	Department Head Executive Officer Officer-in-Charge	Commanding Officer Flag Staff Chief of Staff
ON RAMP - JO Shore & Sea Tours			

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Typical Billets

- Naval Aviation Maintenance Officer Course
- Joint Av Supply & Maint. Material Management
- Technical or Business Master's Degree
  Professional Military Education
- Continuous Process Improvement
  White/Yellow Belt
  DAWIA Level I Certification
- Continuous Process Improvement Green/Black Belt
  Defense Acquisition Corps Membership
  DAWIA Level II Certification

Aerospace Maintenance Duty Officer

Community Values

- **Valuable achievements for ALL AMDOs**
  - Professional Aviation Maintenance Officer qualification (IF ELIGIBLE)
  - Master's degree (technical/business)
  - Active duty mobilization supporting Overseas Contingency Operations (OCO) missions
  - Critical fleet support missions: combat aircraft survivability & threat lethality, persistent surveillance systems, forward deployed combat repair, etc.
  - Continuous Process Improvement qualification – Yellow/Green/Black Belt
- **Valuable achievements for AMDO LIEUTENANT COMMANDERS**
  - Experience in Organizational (O-level), FRC (I-level) and Depot (D-level) Maintenance Officer billets
  - MCO/MMCO/project lead/assistant department head/department head tours
  - DAWIA Level I Certification
- **Valuable achievements for AMDO COMMANDERS**
  - DH/XO/OIC tours
  - DAWIA Level II Certification, Defense Acquisition Corps membership, JPME
- **Valuable achievements for AMDO CAPTAINS**
  - CO/COS/flag staff positions, SNROOC, NRAMS and/or JFROC courses
  - DAWIA Level III Certification, Defense Acquisition Corps membership, JPME

Aerospace Maintenance Duty Officer (FTS)

Career Progression

Career Path/Milestone

Squadron MCO, MMCO **FRC Division Officer**	**FRC AMO/MMCO** **Squadron** **MMCO/AMO** **TYPE WING AMO/RO** **CNAF N422/AMMT** **CNAF CLASS DESK** **NPC (Detailer)** **CNATT** **NAVAIR APML/DPM**	**FRC SITE OIC** **TYPE WING MO** **CNAF VR CLASS DESK** **CNAF N423 READINESS** **OPNAV N41, N43** **PMA-207 VR/MAJOR DPM** **PRINCIPAL DPM/COMFRC** **COMFRC PRODUCTION**	**CNAFR N42** **NAVAIR 1.0R/OSO**

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Valuable Tra

- **Business/Technical Master's Program**
- AMO SCHOOL
- JASMMM
- Adv Av Maint Mgt (A2M2)
- NPS
- ICAF
- PAMO CERT
- ACQ Corps (AQD APM)
- Greenbelt Certification
- **DAWIA Level I (LOG, PQM, PM)**
- **DAWIA Level II**
- **DAWIA Level III**
- **DAWIA (Executive Level Training)**

Aerospace Maintenance Duty Officer (FTS)

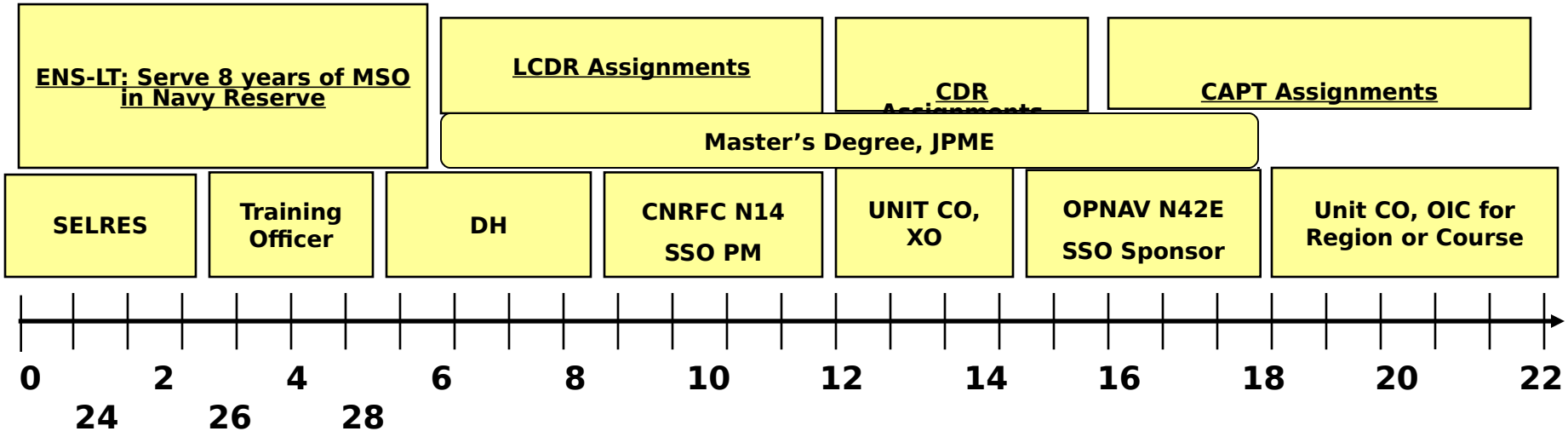
Community Values

- **Valuable achievements prior to LCDR**
  - Squadron and FRC junior maintenance officer tours
  - Sustained superior performance in a variety of Type/Model/Series platforms
  - Master's degree (technical/business)
  - Acquisition Level I Certification (PQM, LOG)
- **Valuable achievements prior to CDR**
  - STAFF: CNAF, CNAFR, NPC, COMFRC, NAVAIR, CNP, CNATT
  - FRC Assistant OIC/Production Officer
  - WING AMO/RO, Squadron MO/AMO
  - Master's degree (technical/business)
  - Certification as Professional Aviation Maintenance Officer (PAMO)
  - Defense Acquisition Corps member and Level II certification (PM, PQM, LOG)
- **Valuable achievements prior to CAPT**
  - STAFF: OPNAV, NAVAIR, CNAF, CNAFR, COMFRC
  - FRC OIC/DH or Type Wing Maintenance Officer
  - Master's degree (technical/business)
  - Certification as Professional Aviation Maintenance Officer (PAMO)
  - Defense Acquisition Corps member and Level III certification (PQM, PM, or LOG)

Strategic Sealift Officer

Career Progression

Career Path



Strategic Sealift Officer

Community Values

- **Sustained superior Navy performance**
  - Proven leadership billets in any community
  - Taking hard jobs
  - Custom career paths through multiple communities
- **Frequent participation**
  - MOB, ADSW, RECALL, extended or multiple annual training
  - Graded FITREPS
- **Valid civilian maritime license**
- **Advanced education/JMPE I**
- **Updated service record**

Public Affairs Officer

Career Progression

Career Path

No two career paths the same

DCO	Trans fm AD/Redesig fm RC – Associate PAO tour	IMA, # FLT, JPASE, NPASE, NAVCO, USFF, PACFLT, CHINFO	IMA, # FLT, JPASE, USFF, PACFLT, CHINFO	IMA, JPASE, CHINFO

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Typical Billets

- DCO School DINFOS
- Action Officer
- Dir NPASE/COMCAM, NAVCO Rep, 1st COCOM IMA
- #FLT Director/Deputy 2nd COCOM IMA
- Senior COCOM/JCS/DOD IMA, Director JPASE, USFF, CPF

Public Affairs Officer

Community Values

- **Valuable achievements prior to LIEUTENANT COMMANDER**
  - DINFOS PAO training
  - NPASE
  - Fleet/Joint exercises and operations
  - Junior DH responsibilities
- **Valuable achievements prior to COMMANDER**
  - DH or deputy director position
  - Action officer or field officer responsibilities
  - Deployment or significant fleet employment
  - Numbered fleet, USFF, PACFLT, NAVCO, or NPASE tour
- **Valuable achievements prior to CAPTAIN**
  - O-5 leadership positional authority/responsibility
  - Citations or reports of fitness citing leadership aptitude
  - Citations or reports of fitness citing proficiency in PA skills
  - Senior officer comments relating to member's advisory capacity
  - Documented pro-active engagement with AC counterpart to plan and budget for unit missions to optimize RC assets

Oceanography Officer

Career Progression

Career

OCEANO Division Officer Source Community Qualification Tours	OCEANO LCDR Operational/Leadership/Staff Tours	OCEANO CDR Leadership/Staff Tours	OCEANO CAPT Command/ Leadership/ Major Staff Tours

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Typical Billets

DIVO Assistant DH at large unit Reach-back cells Global operational centers	Large Unit DH or Executive Officers Small unit OIC Education/PhD	#FLT Staff METOC Major Staff NMORA Headquarters DH Detachment OIC	Major Staff/COCOM Headquarters Major Command

Operational Experience Tour

Master's Program

Navy/Civilian MBA Courses

BOAT/OCEANO Qualifications/Experience Tour

PPME, JMPE I/II, JQO/JSO, IDC Mid Career Course, and IDC Senior Course

IDWO Warfare Qual

OOD, TAO, FTAO, BWC

BWC, JMO, SMO

Oceanography Officer

Community Values

- **Proactive participation in Warfighter Support Directorates**
  - Progress in completion of operational support qualification requirements
  - Operational Annual Training
- **Superior performance in DH or OIC assignment**
  - Leadership position in the unit
  - Graduate work complete or in progress
  - Operational Annual Training
- **Superior performance in command or milestone tour**
  - Proven ability to lead and direct people and organizations
  - Annual Training at Joint service command or exercise
  - Successful assignment as a Reserve Deputy Operations Officer or CO

Information Warfare Officer

Career Progression

Career Path

DCO/Resignation/IST/NAVET

O-1/O-2	O-3	O-4	O-5	O-6
Direct Commissioned Officers IW Quals (IWBC, IW PQS) IDWO Qual	**Operational** NSA/Fleet Mission, CNO, IA/MOB, Extended AD (IW)	**Operational** Ops Officer, IA/MOB, Extended AD (IW) **Leadership*** NR NIOC XO/OIC **Staff** NNWG, NNWC, NSA, JOINT	**Operational** Ops Officer, IA/MOB, Recall, Extended AD (IW) **Leadership*** NR NIOC CO/XO **Staff** NNWG, NNWC, NSA, JOINT	**Leadership** NR NIOC CO, Recall **Staff** NNWG, NNWC, NSA, JOINT

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<--Continuing Education-->

<--Master's Degree and JPME I/II-->

Core Competencies

-Signals Intelligence (SIGINT)

-Computer Network Operations (CNO)

-Electronic Warfare (EW)

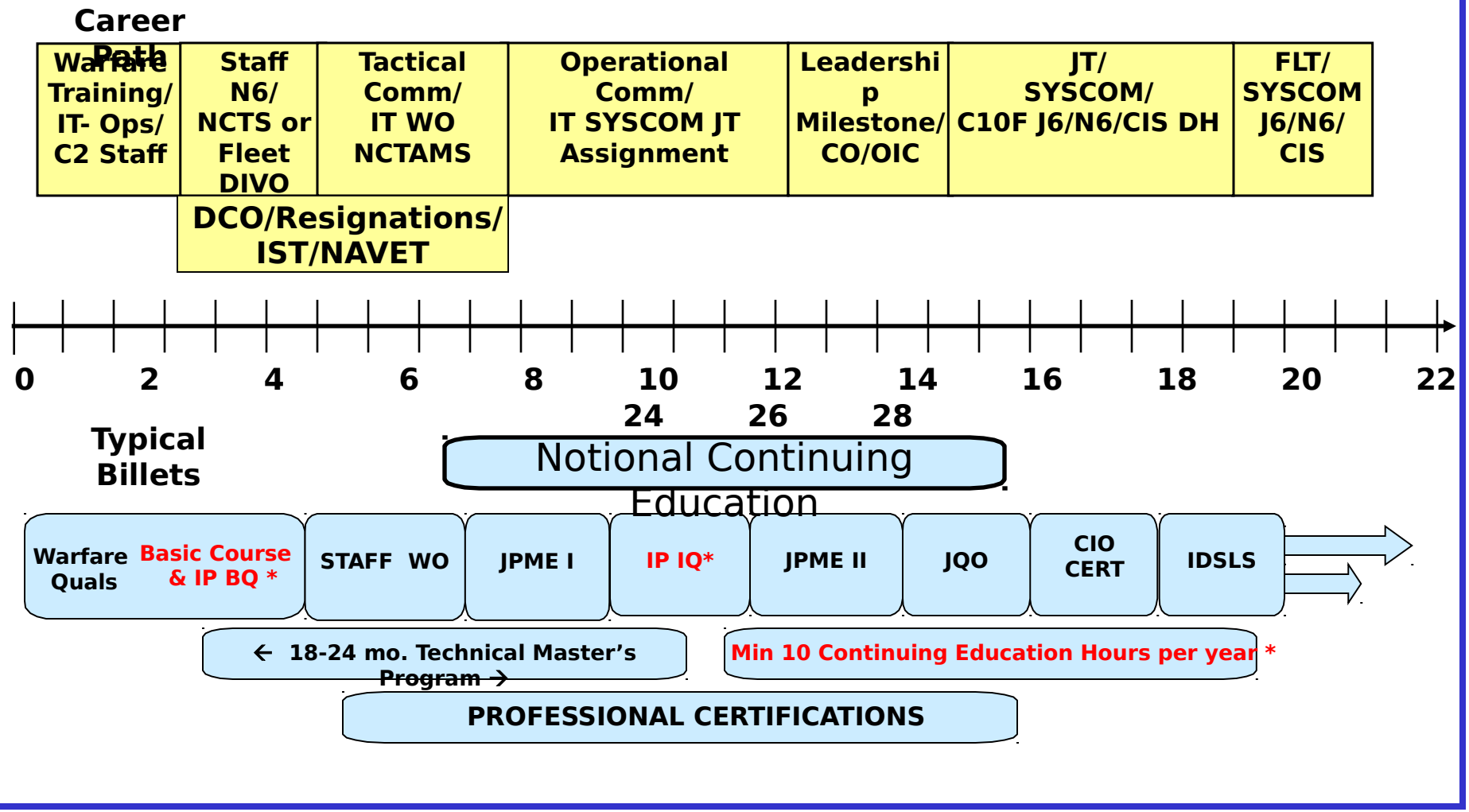
Information Warfare Officer

Community Values

- **Valuable achievements prior to LIEUTENANT COMMANDER**
  - IW operational tours (mobilization, extended active-duty, operations officer)
  - IW/IDWO qualifications
  - Computer Network Operations experience/proficiency
- **Valuable achievements prior to COMMANDER**
  - IW operational tours (mobilization, extended active-duty, operations officer)
  - IW leadership tours (XO/OIC)
  - Major staff tours (NNWG, NETWARCOM, NSA, JOINT)
  - Advanced education degrees
- **Valuable achievements prior to CAPTAIN**
  - IW leadership tours (CO/XO)…Most significant O-5 experience!
  - IW operational tours (mobilization, recall, extended active-duty, operations officer)
  - Successful major/operational staff tours (NNWG, NETWARCOM, NSA, JOINT)
  - JPME/JQO completion

Information Professional Officer

Career Progression



Information Professional Officer

Community Values

- **Warfare Competence**
  - Attainment of IP/IDWO qualifications
  - Information Operations tenets and their application to war-fighting
  - Fundamental knowledge relative to naval information technology skills
  - Completion of an IA tour
- **Professional Expertise**
  - Certifications and technical expertise in systems management or security
  - Attainment of Master's degree or higher in a technical field
  - JPME/JQO
  - Filling an IP billet
- **Leadership**
  - Actively involved in the community beyond the billet
  - Limited opportunity for command at O-4 and below

Intelligence Officer

Career Progression

Career Path

Initial training pipeline (NIOBC)

Reserve Unit: Entry level operational intelligence officer

Team Lead; senior intel Analyst; DIVO; Ass't Dept Head;

Dept Head; Branch Chief; XO; N2/Sr. Intel Officer

DH; Dep Dir of Joint Ops /Deputy Prod. Officer; Ops Coord.; N2/Sr Intel Officer (NIRS); Ops Officer; XO; CO

CO or XO; DCOS or CSO; NIRRC

Flags – CNIRC, FFC N2, OPNAV, TYCOM

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Active Status 1830

Administrative Board:

Apply Board Selection for all O-5 and O-6 Billets

NAVET ON RAMP

Initial Training (NIOBC)	Entry level OPS intel officer	Team lead; senior intel analyst; DIVO; Ass't Dept Head	Dept Head; Branch Chief; XO; N2/Sr Intel	DH (major cmd); Dep Dir of Joint Ops/Dep Prod Officer; Ops Coord; XO; CO	CO or XO (major cmd); DCOS or CSO (major staff); NIRRC

CHANGE OF DESIG/OSVET ON RAMP

Alternate career paths effectively merged

Active Status (non-1835), URL SELRES Designators; OSVET

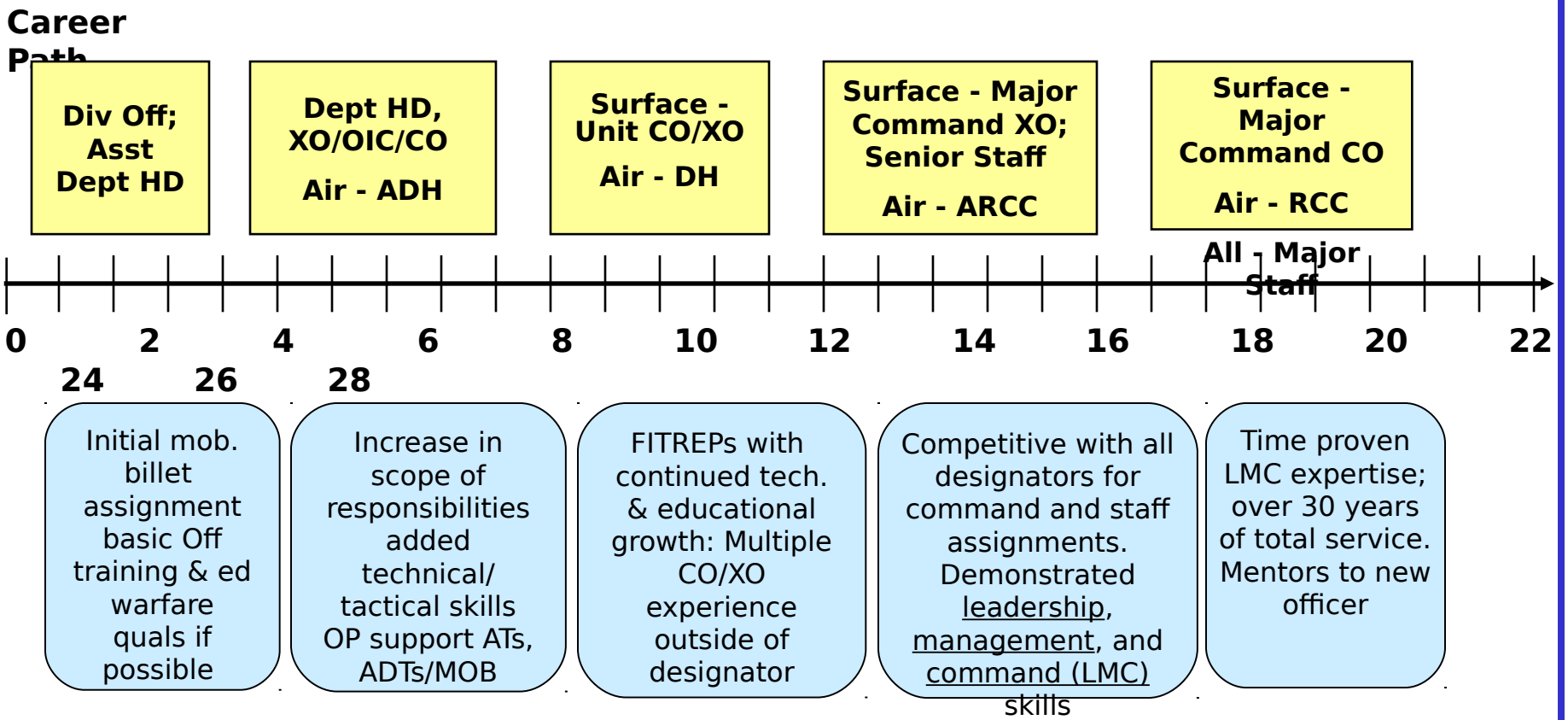
Intelligence Officer

Community Values

- **Sustained Superior Performance**
  - Providing and directing intelligence capability to Navy/Joint forces
  - Experienced at strategic, operational, and tactical levels
- **Training in Specialized Areas**
  - Targeting
  - Intelligence support to NSW
  - Human Intelligence (HUMINT)
  - ISR Management
  - Intelligence Force Management
- **Diversity of experience and education**
  - Active duty & at-sea experience
  - Joint experience in warfighting and education
  - Critical language skills
  - Civilian occupations, advanced degrees
- **Commitment**
  - Seeking leadership at all levels, foresight, and career planning
  - Proactive recruiting and retention

Limited Duty Officer (Line)

Career Progression


Career Path
Div Off; Asst Dept HD
Dept HD, XO/OIC/CO
Air - ADH
Surface - Unit CO/XO
Air - DH
Surface - Major Command XO; Senior Staff
Air - ARCC
Surface - Major Command CO
Air - RCC
All - Major Staff
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24 26 28
Initial mob. billet assignment basic Off training & ed warfare quals if possible
Increase in scope of responsibilities added technical/ tactical skills OP support ATs, ADTs/MOB
FITREPs with continued tech. & educational growth: Multiple CO/XO experience outside of designator
Competitive with all designators for command and staff assignments. Demonstrated leadership, management, and command (LMC) skills
Time proven LMC expertise; over 30 years of total service. Mentors to new officer

Limited Duty Officer (Line)
Community Values

- Sustained superior performance in operational billets
- Diversity of experience and increased technical knowledge
- Leadership and Warfare expertise
- Joint/advanced education and Joint Duty Assignments
- Assignments dedicated to mission success through the “ONE NAVY, ONE MISSION” team concept, with upward progress in scope of management and leadership